

# Maryland Public School Labor Relations Board

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Lawrence J. Hogan, Jr.,  
Governor

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November 29, 2016

Melisa D. Rawles, Esq.  
Director of Employee Relations  
Anne Arundel County Public Schools  
2644 Riva Road  
Annapolis, MD 21401

Re: PSLRB I 2017-06 (AACPS.SAAAAC)

Dear Ms. Rawles:

For the reason explained below, the Form PSLRB-01, REQUEST FOR DETERMINATION THAT AN IMPASSE IN NEGOTIATIONS HAS BEEN REACHED, that you filed on November 9, 2016, has been denied.

In order to invoke the impasse resolution procedure in Section 6-510(e) of the Education Article of the Annotated Code of Maryland, Md. Code. Ann. § 6-510(e), the negotiations leading to the alleged impasse must have been between "a public school employer or at least two of its designated representatives" and "at least two representatives of the employee organization that is designated as the exclusive negotiating agent for the public school employees in a unit of the county." In the instant case, this means between the Board of Education of Anne Arundel County ("Board of Education") and the Secretaries and Assistants Association of Anne Arundel County ("SAAAAC").

The PSLRB concludes that the foregoing prerequisite to the invocation of the statutory impasse procedure has not been met. The material that has been submitted to the PSLRB indicates that the parties to the negotiations that have taken place with regard to the topics at issue have been between the Board of Education and the Coalition of Educational Employees ("Coalition"), which is a separate entity comprised of four exclusive negotiating agents that have joined together for purposes of negotiating certain health care matters with the Board of Education. The fact that the Coalition's negotiating team apparently includes two representatives that have been designated by each of the constituent exclusive negotiating agents does not remedy the statutory problem.

Very Truly Yours,



Elizabeth M. Morgan, Chair  
*Public School Labor Relations Board*

cc: Bradley Darjean, MSEA UniServ Director (SAAAAC)  
William Jones (Executive Director, TAAAC)  
Kory Blake, Sr. Counsel Representative (AFSCME)  
Richard I. Kovelant, Esq. (Executive Director, AEL)